

Ratification of the Memorandum of Settlement between Toronto Public Library Board and Toronto Public Library Workers, Local 4948 CUPE (2012 – 2015)**Financial Implications of the Memorandum of Settlement**

No additional funding is required from the City of Toronto in 2012 to implement the 2012 – 2015 collective agreement. Additional funding will be requested from the City as part of the future budget submissions for 2013, 2014 and 2015.

Bargaining Result	
Cost of Living Adjustment (COLA) and Lump Sum	
2012:	0%
2013: January 1, 2013	0.225%
2014: January 1, 2014	1.75%
2015: January 1, 2015	2.25%
In addition, there is a one-time non-base non-pensionable lump sum payment on January 1, 2013 of 1.5%. The incremental cost of the COLA over 2012 to 2015 (4.225%) is \$4,933,000. The cost of the 2013 lump sum payment (1.5%) is \$1,515,000. The total COLA and lump-sum increase over 2012 to 2015 is \$6,448,000.	
Vision Vision care benefits increased by \$50, from \$450 to \$500 available one time over a 24-month period, for an estimated annual cost increase of \$40,000.	
Massage Therapy The requirement for a prescription from a physician, surgeon or osteopath will result in estimated annual savings of \$50,000 each year.	
After Hours Attendant Providing part-time benefits to After Hours Attendants will result in an annual cost increase of \$20,000.	
In Charge Payment The increase in the lump sum for in-charge librarians at neighbourhood libraries – \$250 for full time staff and \$125 for part-time staff – will result in an annual cost increase of \$11,000.	
Total Cost of 2012 – 2015 Collective Agreement Total incremental cost of the collective agreement over 2012 – 2015, including the lump sum payment in 2013, is \$6,469,000.	